

OP 84-0733

DD/A Registry
84-0581

FEB 22 1984

MEMORANDUM FOR: Executive Director

THROUGH: Deputy Director for Administration

FROM: Robert W. Magee  
Director of Personnel

SUBJECT: Decentralization of the Agency Upward Mobility Program

1. Action Requested: This memorandum requests your concurrence in plans to decentralize the Agency Upward Mobility Program.

2. Background: In 1980 the Office of Equal Employment Opportunity embarked on an Agency-wide Upward Mobility Program which was designed to replace the separate, structured programs sponsored by individual directorates. It was felt at that time that the needs of the Agency and Upward Mobility for its employees would be better served with a centralized program. This, however, has not proven to be so. The problems of coordinating the many facets of an Agency-wide program have been staggering.

This year, each directorate will run a program at a time best suited to that directorate. Incorporated in each directorate program is the opportunity for cross directorate movement, the one feature that was most desirable from a centralized program. Any positions not filled in one directorate will be brokered in the other directorates. Each directorate program will be managed and coordinated by the Agency Upward Mobility Program Manager.

3. Recommendation: With your concurrence, in 1985 the directorates will again be asked to manage their own Upward Mobility programs. The Agency Upward Mobility Program Manager will assist and monitor the directorate programs.

The rationale for making the recommended changes are many, the most impelling reasons are:

- a. The Director of Equal Employment and I agree that upward mobility is not for everyone and the responsibility should rest with the directorates for this important function.




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- b. Upward Mobility should be taken out of the formal EEO channels and placed where it rightfully should be, in career development. The Office of EEO would, of course, continue to monitor the directorate programs through its Upward Mobility Program Manager and the directorate-level EEO officers who would work very closely with the Career Management Staff to ensure the success of the directorate programs.

**Robert W. Magee**

Robert W. Magee


CONCUR:

  
Deputy Director for Administration

24 FEB 1984  
Date

STAT

APPROVED:


  
Executive Director

09 MAR 1984  
Date

STAT

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